

August 02, 2023

BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai - 400001.

National Stock Exchange of India Ltd.,
Exchange Plaza, C/1, G Block,
Bandra - Kurla Complex, Bandra (E),
Mumbai - 400051.

Scrip ID: KPITTECH
Scrip Code: 542651

Symbol: KPITTECH
Series: EQ

Kind Attn: The Manager,
Department of Corporate Services

Kind Attn: The Manager,
Listing Department

Subject: - Business Responsibility and Sustainability Report for FY 2022-23

Dear Sir / Madam,

Pursuant to Regulation 34(2) (f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the FY 2022-23, which also forms part of the Annual Report for FY 2022-23 and the same is available on the website of the Company at www.kpit.com.

Kindly take the same on your records and acknowledge receipt thereof.

Thanking you,

Yours faithfully,

For **KPIT Technologies Limited**

Nida Deshpande
Company Secretary & Compliance Officer

Encl: as above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L74999PN2018PLC174192
2	Name of the Listed Entity	KPIT Technologies Limited
3	Year of incorporation	2018
4	Registered office address	Plot No. 17, Rajiv Gandhi Infotech Park, MIDC-SEZ, Phase-III, Maan, Taluka - Mulshi, Hinjawadi, Pune-411057.
5	Corporate address	Plot No. 17, Rajiv Gandhi Infotech Park, MIDC-SEZ, Phase-III, Maan, Taluka - Mulshi, Hinjawadi, Pune-411057.
6	E-mail	grievances@kpit.com
7	Telephone	+91 20 6770 6000
8	Website	www.kpit.com
9	Financial year for which reporting is being done	FY 2022-23 (1 st April 2022-31 st March 2023)
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	₹ 274.143 crore
		Contact Person
12	Name of the Person	Mr. Sachin Tikekar
	Telephone	+91 20 6770 6000
	Email address	grievances@kpit.com

Reporting Boundary

Type of Reporting- Select from the Drop-Down List

13 If selected consolidated:

The disclosures under this report are Consolidated Basis unless otherwise specified

Sr. No	Name of the Subsidiaries/JVs/Associate Companies	CIN Number
1	KPIT Technologies (UK) Limited	NA
2	KPIT Technologies Netherlands B. V.	NA
3	KPIT Technologies Holding Inc.	NA
4	KPIT Technologies Ltda	NA
5	KPIT (Shanghai) Software Technology Co. Limited	NA
6	KPIT Technologies GK	NA
7	KPIT Technologies Pte. Limited (struck-off during the year)	NA
8	KPIT Technologies GmbH	NA
9	ThaiGerTec Co., Limited	NA
10	MicroFuzzy Industrie-Elektronik GmbH	NA
11	KPIT Technologies Inc.	NA
12	PathPartner Technology Private Limited	U72900KA2006PTC039891.
13	PathPartner Technology Inc	NA
14	PathPartner Technology GmbH	NA
15	Future Mobility Solutions GmbH	NA
16	SOMIT Solutions Limited	NA
17	SOMIT Solutions Inc.	NA
18	Technica Engineering Inc.	NA
19	Technica Engineering GmbH	NA
20	Technica Electronics Barcelona S.L.	NA
21	Technica Engineering Spain S.L.	NA
22	KPIT Technologies S.A.S.	NA
23	Qorix GmbH	NA

Note: The environment data disclosed in BRSR is limited to the Company .

II. Product/Services

14 Details of business activities

Sr. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1	Professional, Scientific and Technical	Architecture, engineering activities, technical testing and analysis activities	99.98

15 Products/Services sold by the entity

Sr. No.	Product/Service	NIC Code	% of Total Turnover contributed
1	Architectural and engineering activities and related technical consultancy	711	99.98%
2	Technical testing and analysis	712	

III. Operations

16 Number of locations where plants and/or operations/offices of the entity are situated:

Location	No. of Offices	Total
National	07	07
International	22	22

17 Market served by the entity

a. No. of Locations

Location	Numbers
National (No. of States)	03
International (No. of Countries)	14

b. What is the contribution of exports as a percentage of the total turnover of the entity?

c. A brief on types of customers

KPIT has a global presence across America, Europe, and APAC and we engage with Automotive OEMs and Tier1s across the vehicle product lifecycle and provides services in the domains of Electric and Conventional Powertrain, Autonomous Driving, Digital and Connected Vehicle Technologies, Vehicle Networks, Vehicle Diagnostics and Vehicle Engineering and Design

IV. Employees

18. Details as at the end of Financial Year:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
a. Employees and workers (including differently abled)						
Employees						
1	Permanent Employees (D)	9861	6963	71%	2898	29%
2	Other than Permanent Employees (E)	777	570	73%	207	27%
3	Total Employees (D+E)	10638	7533	71%	3105	29%
Workers						
4	Permanent (F)	67	53	79%	14	21%
5	Other than Permanent (G)	0	-	-	-	-
6	Total Workers (F+G)	67	53	79%	14	21%

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
b. Differently abled employees and workers						
Employees						
1	Permanent Employees (D)	1	1	100%	0	0
2	Other than Permanent Employees (E)	0	-	-	-	-
3	Total differently abled Employees (D+E)	1	1	100%	0	0

19. Participation/Inclusion/Representation of women

Sr. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	11	1	9%
2	Key Management Personnel	2*	2	66.67%*

*MD & CEO is both BoD & KMP and counted in Board of Directors category.

20. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

Category	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
	Permanent Employees	28%	23%	27%	31%	27%	30%	25%	24%

V. Holding, Subsidiary and Associate Companies (including joint ventures)

21. Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether it is a holding / Subsidiary / Associate / or Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	KPIT Technologies (UK) Limited	Subsidiary	100%	Yes
2	KPIT Technologies Netherlands B. V.	Subsidiary	100%	Yes
3	KPIT Technologies Holding Inc.	Subsidiary	100%	Yes
4	KPIT Technologias Ltda	Subsidiary	99.99%	Yes
5	KPIT (Shanghai) Software Technology Co. Limited	Subsidiary	100%	Yes
6	KPIT Technologies GK	Subsidiary	100%	Yes
7	KPIT Technologies Pte. Limited (struck-off during the year)	-	-	-
8	KPIT Technologies GmbH	Subsidiary of KPIT Technologies (UK) Limited	27.27%	Yes
9	ThaiGerTec Co., Limited	Subsidiary of KPIT Technologies (UK) Limited	0.06%	Yes
10	MicroFuzzy Industrie-Elektronik GmbH	Wholly owned subsidiary of KPIT Technologies GmbH	100%	Yes

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether it is a holding / Subsidiary / Associate / or Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
11	KPIT Technologies Inc.	Wholly owned subsidiary of KPIT Technologies Holding Inc.	100%	Yes
12	PathPartner Technology Private Limited	Subsidiary	80%	Yes
13	PathPartner Technology Inc.	Wholly owned Subsidiary of PathPartner Technology Private Limited	80%	Yes
14	PathPartner Technology GmbH	Wholly owned Subsidiary of PathPartner Technology Private Limited	80%	Yes
15	Future Mobility Solutions GmbH	Associate of KPIT Technologies GmbH	25%	-
16	SOMIT Solutions Limited	Subsidiary of KPIT Technologies (UK) Limited	100%	Yes
17	SOMIT Solutions Inc.	Wholly owned Subsidiary of SOMIT Solutions Limited	100%	Yes
18	Technica Engineering Inc.	Wholly owned Subsidiary of KPIT Technologies Inc.	100%	Yes
19	Technica Engineering GmbH	Wholly owned Subsidiary of KPIT Technologies GmbH	100%	Yes
20	Technica Electronics Barcelona S.L.	Wholly owned Subsidiary of KPIT Technologies GmbH	100%	Yes
21	Technica Engineering Spain S.L.	Wholly owned Subsidiary of KPIT Technologies GmbH	100%	Yes
22	KPIT Technologies S.A.S.	Wholly owned Subsidiary of KPIT Technologies Netherlands B. V.	100%	Yes
23	Qorix GmbH	Subsidiary	100%	Yes

VI. CSR Details

22. a. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

Turnover (in Rs.) ₹ 15,164.29 million

Net worth (in Rs.) ₹ 13,837.26 million

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct

Stakeholder group from whom complaint is received	Grievance Redressal Mechanim in Place (Yes/No)	If yes, then provide web-link for grievance redress policy	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	CSR committee or CSR partner monitors and address the Grievances in the community https://www.kpit.com/investors/policies-reports-filings/						
Investors (other than shareholders)	Yes	https://www.kpit.com/investors/policies-reports-filings/						
Shareholders	Yes	https://www.kpit.com/investors/policies-reports-filings/						
Employees and workers	Yes	https://assist.kpit.com/#/ticket/home	6	0		0	0	
Customers	Yes	Grievances are addressed at project level (more information provided in principle 8) https://www.kpit.com/investors/policies-reports-filings/						
Value Chain Partners	Yes	Policies are extended to value chain partners wherever applicable https://www.kpit.com/investors/policies-reports-filings/						

No complaints were filed by communities, Investors, and shareholders during FY23 and FY22

No complaints were filed by Customers and Value chain partners during FY23 and FY22

24. Overview of the entity's material responsible business conduct issues

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Energy & Emission Management	Opportunity	<p>KPIT being an IT service company, most of the energy consumption and related emissions are due to energy consumption in computers, servers, air conditioners and utilities. KPIT believes in switching to renewable sources and installing energy efficient systems and focuses on the initiatives to reduce the carbon footprint.</p> <p>As part of Energy & Emission optimization, KPIT has taken major steps to reduce more than 60% of the energy consumption by,</p> <ul style="list-style-type: none"> Replacing the conventional servers, including storage and networks architecture with hyper converged infrastructure Virtual desktop Infrastructure & thin client combination wherein thin clients are very small compact terminals which consume much lesser energy as compared to traditional desktops. Traditional desktop along with monitors have been replaced with Energy star & TCO Certified laptops <p>Power saving by hibernating laptops and PCs when they are in idle state for defined time frame.</p>	NA	Positive Impact
Eco Efficiency- Water and Waste management	Risk	<p>Water scarcity can impair the company's operations and disrupt business.</p> <p>Inadvertent non-compliance to existing and emerging regulations around recycling and the circular economy can result in economic penalties and reputation damage</p>	<p>Across KPIT's offices, used water is treated through a sewage treatment plant. Around 80% of water is treated and used for flushing and gardening purposes. Additionally, KPIT undertook several other initiatives to reduce consumption of freshwater: Installed drip irrigation system for internal gardens; Maintained optimum pressure within water lines to reduce water wastage; Arrested leakages in pipelines and taps; Designed a terrace water collection system for efficient collection of water for rainwater harvesting to support groundwater.</p> <p>Due to the nature of our business, KPIT generates limited waste that includes biodegradable waste, municipal solid waste, e-waste, and hazardous waste. To comply with regulations and reduce environmental impact KPIT strives to reduce the generation and segregate the waste at source.</p>	Negative Impact

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Talent attraction & retention	Risk and Opportunity	Meeting the increasing demand for new talent poses a significant risk and a unique opportunity. The increasing shifts globally towards the adoption of digital solutions have further increased the skilled employee imbalance. It is an opportunity to align our work culture with global trends. This enhances employee loyalty while also increasing their efficiency. Hiring from local community improves talent retention and also signals to the community that you are invested into. It is not easy as it requires investments to develop a talent pool available over a period.	KPIT focuses on building better workplace of tomorrow; one which promotes equality, a collaborative and transparent culture, and deploys a robust training strategy designed to meet the development needs of employees. KPIT takes several competency developments programs and programs for continuous education for development of our employees. KPIT also has Talent Acquisition Group (TAG) that is responsible for hiring the right talent to deliver world-class services to our clients across the globe.	Positive/Negative Impact
Employee well-being	Opportunity	A healthy workforce is a productive workforce. Establishing a culture of wellness among our employees helps decrease job turnover, increase job satisfaction, manage stress, and reduce absenteeism. The management engages with the employees on their overall wellness. KPIT periodically conducts employee safety awareness programs. KPIT has clear policies and processes to prevent any discrimination and harassment in our workplaces. These are communicated regularly, and the employees are encouraged to report any such incidences. Active and ongoing employee engagement through programs, that enable interaction between employees and peers, employees and performance managers, and employees and leadership, has helped KPIT to have effective strategies in place, which helps create better work culture, reduces staff turnover, increase productivity, builds better customer relationships, and impacts company profit.	NA	Positive Impact

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Cyber Security	Risk and Opportunity	Cyber Security attacks can severely impact businesses and cause heavy financial loss and damage to reputation. Data privacy is important for staying competitive, grow KPIT's brand and maintain customers. A data breach can lead to serious issues for our customers and the business alike. For this, KPIT uses data protection practices to ensure that the customer's data is secure.	KPIT focuses on investing and surveillance for the cyber security risks, awareness of data security, review of data protection policies and have systems and processes for responding to disruptive incidents. KPIT provide a secure, resilient and reliable technology landscape within the organization for protecting the confidentiality, Integrity, availability of systems/data and risks arising on account of increase in surface area of devices including a cyber insurance that covers different types of breaches and cyber events. KPIT ensures a globally interconnected oversight Cyber Security framework involving governance, policies, procedures, training and awareness programs, global privacy impact assessments, privacy by design, data mapping, third-party contractual oversight, incident management, and a mechanism for monitoring regulatory compliance for every geography. KPIT security posture has been validated by independent, industry- recognized certifications and attestation standards, including quarterly oversight by the KPIT Board. KPIT conducts regular internal & external audits and is aligned/certified with the Information Security Management (ISO/IEC 27001) & TISAX. Wherein TISAX is a European automotive industry-standard information security assessment (ISA) catalog based on key aspects of information security such as data protection and connection to third parties.	Positive/Negative Impact
Sustainable Procurement	Risk and Opportunity	Sustainable procurement helps an organisation to understand and evaluate its ESG footprint across its value chain. Sustainable supply chain also helps de-risk the impact from supply chain because some of the ESG risks can create business continuity issues.	During onboarding of vendors KPIT makes sure the vendors certify the code of conduct	Positive/Negative Impact
Customer Value	Risk	It is the driving force that propels KPIT towards providing newer, better services, a more enriching experience through assisting its clients to innovate through advanced technology and digitalization while being responsible and respectful in its usage, and significantly better value for money to our customers. Our solutions, products and offerings, sales, and delivery processes are not only customer-centric and help them become future-proof but also sustainable one.	KPIT believes that any opportunity not capitalized is a risk. KPIT has a dedicated team which works with various sector heads to identify opportunities related to sustainability and create the appropriate solution for our clients. KPIT also conducts CSAT quarterly, it includes parameters on delivery, quality, cost, project management, responsiveness, value addition for clients, NPS, etc.	Negative Impact

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Intellectual property infringement	Risk	Possible risk of third-party Intellectual Property infringement by the employees of the company (intentional or unintentional) while working on projects which may result in litigations, huge penalties and impact on reputation. Possible risk of infringement of KPIT Intellectual Property by third party which may have impact on ownership rights and revenues.	KPIT obtains confidentiality undertaking from employees and conduct training and awareness sessions for them. KPIT has created and implemented IP infringement policy / framework based on external review, established IP management framework, processes and procedures that address the risk of infringement of third-party IP and ensure safeguarding of own IP assets. KPIT has also established IP Governance process to ensure right access and right use of KPIT IP, customer IP, partner IP, and third-party IP in service.	Negative Impact
Climate change	Risk and Opportunity	Climate change poses both a physical and a policy risk to the business operations. There is a growing requirement from regulatory authorities, clients, partners and investors to disclose, commit and work towards reduced emissions.	For KPIT this amounts to risk and opportunity both since increased operation cost due to climate change and lost opportunity cost from a business environment will lead to business and finance risk. However, it is opportunity for KPIT as through its suit of IT services that KPIT can help clients reduce their carbon footprint.	Positive/Negative Impact

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

(This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements)

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1	a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available*	https://www.kpit.com/investors/policies-reports-filings/								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	All the applicable policies are extended to value chain partners								
4	Name of the national and international codes/certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Quality Management System (ISO 9001:2015) Business Continuity Management (ISO 22301), Information Security Management (ISO/IEC 27001) GRI (Global Reporting Initiative)								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	KPIT is in the process of developing goals and targets and will disclose the goals and targets as and when required to be disclosed.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									
Governance, Leadership and Oversight										
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements –	The Letter from Chairman’s Desk, Joint Letter from CEO & Managing Director and President & Joint Managing Director are available in Annual report.								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	DIN: 02918460 Name: Mr. Sachin Tikekar Designation: President & Joint Managing Director Telephone Number: +91 20 6770 6000 E-mail ID: grievances@kpit.com								
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	In KPIT, all the sustainability aspects are overseen by the CSR committee.								

*Most of the policies in respect of the aforesaid principles have been approved by the Board. The remaining policies are internal policies, which have been approved by the concerned Department Heads. The policies which have been approved by the Board can be viewed on the website of the Company at <https://www.kpit.com/investors/policies-reports-filings/> and the remaining policies are internal documents and are available on intranet for all employees.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	The performance against all the policies is reviewed on periodical / annual / quarterly / half yearly basis.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, we comply with all the applicable law of the land we operate in.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency
- KPIT evaluates working of its policies, internally.

12. If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:

Not Applicable

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1

Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programs on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	11	The Company familiarizes its Independent Directors through various programs which include the industry in which it operates, its business strategy, it's vision and values, business model etc. at regular intervals. Business Ethics, Equal employment opportunities, fair practices	100%
Key Management Personnel	8	Customer focus, Equal employment opportunities, fair practices prevention of insider trading, Non-Harassment & Prevention of Sexual Harassment Conflict of Interest, Data Protection, Anti-corruption, and Anti-Bribery	100%
Employees other than BODs and KMPs	6165	E-Learning Modules, Community Contribution, Customer focus, Equal employment opportunities, Non-Harassment & Prevention of Sexual Harassment, Conflict of Interest, Data Protection, Anti-corruption, and Anti-Bribery	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format.

a. **Monetary**

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine			None		
Settlement			None		
Compounding fee			None		

b. **non-Monetary**

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment			None	
Punishment			None	

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

KPIT’s Code of Conduct covers the aspect of anti-corruption or anti-bribery. It clearly specifies the company stand – of Non- tolerance to Anti-Corruption & Anti-Bribery and prohibits all the employees, directors and associates from accepting/ offering money or anything of value as bribes to anyone – individual or an entity – for the purpose of obtaining or retaining business for KPIT Technologies, or otherwise in connection with KPIT Technologies’ business operations. <https://www.kpit.com/investors/policies-reports-filings/> .

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

There have been no cases of disciplinary action taken by any law enforcement agency for charges of bribery/ corruption against directors / KMP / employees / workers that have been brought to our attention in FY 2022-23 or FY 2021-22.

6. Details of complaints with regard to conflict of interest:

Not applicable, since there were no complaints received in relation to issues of Conflict of Interest against the Directors or KMPs of the company during

the Current Financial Year FY 2022-23 or Previous Financial Year FY 2021-22.

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable as there were no complaints on conflict of interest.

LEADERSHIP INDICATORS

1. Awareness programs conducted for value chain partners on any of the principles during the financial year:

Not Applicable

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.

Yes, the board and employees of KPIT are adhered to the code of conduct, which clearly states that KPIT Technologies wants its director’s/ employees’ loyalty to come easily, free from any conflicting interests. All directors and employees have a duty to avoid financial, business, or other relationships that might be opposed to the interests of KPIT or might cause a conflict with the performance of their duties. Directors and employees should conduct themselves in a manner that avoids even the appearance of conflict between their personal interests and those of KPIT. If a director/ employee feels that he/she has a conflict, actual or potential, or , if a director/ employee observes any situation involving another director/employee that he/she believe in good faith to be a conflict of interest, the same must be reported with all pertinent details in writing to the HR Head.

PRINCIPLE 2 | Businesses should provide goods and services in a manner that is sustainable and safe**ESSENTIAL INDICATORS**

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

Type	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	Details of improvement in social and environmental aspects
Research & Development (R&D)	100%	100%	At KPIT, we have been working on development of technologies such as Fuel Cell, Battery, Electric Power train and biomass-based Hydrogen generation. Commercial implementation of these technologies will reduce our dependency on fossil fuels, thereby leading to significant reduction in CO ₂ emission. The technologies thus, will have a positive impact on the environment when deployed at scale.
Capital Expenditure (CAPEX)	100%	100%	

2. a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes, KPIT has a policy for sustainable sourcing for overall procurement of goods & services where Vendors must certify that they are abiding by code of conduct which lists multiple clauses towards environment & sustainable sourcing.

- b. **If yes, what percentage of inputs were sourced sustainably?**

Not Applicable

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

Product	Process to safely reclaim the product
a. Plastics (including packaging)	Not Applicable, KPIT is an IT product/services company and do not manufacture any product.
b. E-Waste	
c. Hazardous Waste	
d. Other Waste	

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

KPIT is an IT product/services company and do not manufacture any product, hence the Extended Producer Responsibility (EPR) is not applicable to our activities.

LEADERSHIP INDICATORS

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

Not Applicable

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Not Applicable

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Not Applicable

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

Not Applicable

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Not Applicable

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

ESSENTIAL INDICATORS

1. a. Details of measures for the well-being of employees:

Category	% Of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	5659	5659	100%	5659	100%	-	-	5659	100%	-	-
Female	2588	2588	100%	2588	100%	2588	100%	-	-	-	-
Total	8247	8247	100%	8247	100%	2588	100%	5659	100%	-	-
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

b. Details of measures for the well-being of workers:

Not Applicable

2. Details of retirement benefits, for Current FY and Previous Financial Year:

Sr. No.	Benefits	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100%	NA	Y	100%	NA	Y
2	Gratuity	100%		Y	100%		Y
3	ESI	2%		Y	1%		Y
4	Others-Please Specify						

KPIT's employee benefit schemes include gratuity, provident fund, and ESI. The employee and employer contribution to the provident fund is as prescribed under applicable laws. The benefit of ESI covers employees with salary bracket of less than 20,000 ₹/Month and rest of the employees are facilitated with medical/health insurance.

3. Accessibility of workplaces:

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

KPIT complies with the requirements of the Rights of Persons with Disabilities Act, 2016. The facilities are accessible to differently abled employees with infrastructure which enables them to have a barrier free access to common facilities.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

KPIT believes in no discrimination whatsoever because of sex, sexual orientation, race, colour, religious creed, veteran status, national origin, age, disability, marital status or any other characteristic protected by law. All conditions of employment, from hiring to termination, are framed in such a way that they are free of actions that violate statutory regulations or have the effect of being discriminatory. KPIT takes appropriate action to ensure that the rights of individuals to file complaints, furnish information, or participate in an investigation, public hearing, or other activity related to equal employment opportunity matter will be respected and not interfered with in any manner. In case any employee faces an act of discrimination, he/she may approach Head Global HR, who is charged with the responsibility for assuring that complaints are appropriately addressed on a timely basis.

Refer KPIT's Code of Conduct <https://www.kpit.com/investors/policies-reports-filings/>

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	(Permanent Employees)		(Permanent Workers)	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	98%	63%	NA	NA
Female	54%	68%	NA	NA
Total	78%	65%	NA	NA

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	NA	KPIT's has a Code and Conduct and whistle blower policy that lays guideline for the employees to raise grievances on subject of prohibited discrimination, harassment and/or retaliation, breaches in security and data privacy, breaches of employment or labor laws, Insider trading, violation of company's code of conduct, any act which Conflicts with the interest of the Company. Complaints can be made in English, Hindi or vernacular languages. For more details refer to the following link, https://www.kpit.com/investors/policies-reports-filings/
Other than Permanent Workers	NA	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

Category	FY 2022-23 (Current FY)			FY 2021-22 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Male	6963	53	0.76%	5261	46	0.87%
Female	2898	14	0.48%	2237	8	0.36%
Total	9861	67	0.68%	7498	54	0.72%

KPIT respects the right of employees to assemble, communicate, and encourages them to join employee-related associations and provide freedom. KPIT also ensures that it complies with local laws in all of the regions in which it works. Even though we encourage our employees to be part of the associations, only the employees in Brazil are members of the local employee-related associations.

8. Details of training given to employees and workers:

Employee Trainings:

Category	FY2022-23 Current Financial Year					FY2021-22 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	6963	554	8%	4744	68%	5261	369	7%	2883	55%
Female	2898	286	10%	2064	71%	2237	151	7%	1381	62%
Total	9861	840	8.5%	6808	69%	7498	520	7%	4264	57%

Workers Trainings:

Category	FY2022-23 Current Financial Year					FY2021-22 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Male	133	104	78%	105	79%	130	103	79%	104	80%
Female	31	17	55%	19	61%	26	16	62%	19	73%
Total	164	121	74%	124	76%	156	119	76%	123	79%

9. Details of performance and career development reviews of employees and worker:

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	4916	4381	89%	3860	3692	96%
Female	1981	1811	90%	1553	1489	96%
Total	6897 *	6192	91%	5413	5181	96%

*This number has arrived based on the employee eligibility for performance review for the current year.

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)

Yes

a. What is the coverage of such system?	KPIT has a well-defined Occupational Health and Safety (OHS) policy and supporting processes to ensure the safety and well-being of its employees. 84% of headcount is covered under OH & S management system. To achieve the intended outcome of EOHS management system, KPIT has established, implemented, maintained, and continually improving its EOHS management system through its processes and interactions.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	KPIT has OH & S management system with well-defined procedures to carry out assessment of work-related hazards and risks for all routine and non-routine activities carried out at work locations. Procedures are setup for the hazard identification, risk assessment and determination of necessary controls.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	Yes. KPIT has a safety incident reporting and management process to ensure that all work-related incidents (which include accidents, unsafe conditions, and unsafe acts) are reported and closed after taking necessary corrective actions. This is enabled by creating email ID “workplacesafety@kpit.com” & ASSIST (platform) for incident reporting by all KPIT employees to facilitate transparent reporting. The platform also supports incident investigation and corrective action with the perspective of eliminating hazards and preventing incidents.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, KPIT facilitates employees - with on-occupational medical and healthcare services like Doctor consultations, Counselling sessions and Teleconsultations.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Last Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)			
Total recordable work-related injuries	Employees	NIL	NIL
No. of fatalities			
High consequence work-related injury or ill-health (excluding fatalities)			

As KPIT is a service-based IT industry, due to nature of business and systems in place there are no recordable instances of injury/incidents.

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

KPIT has a robust annual calendar with a wide range of activities for ensuring health and wellbeing of employees. The programs were carried in all geographies where KPITians work in collaboration with its wellness partners. The following activities were carried out by the Company for ensuring health and safety of its employees in the year 2022-23.

- Wellness calendar with focus on nutrition, wellness, stress management, mental health, meditation, e.g., 'Laughter Yoga Workshop' 'Healthcare programs', 'Preventive Care During Monsoon' etc
- Live virtual Health Studio with doctors and teleconsultation, exclusively for women employees of KPIT
- Specially organized Financial Wellbeing Webinar along with consultation

- Dedicated 2 full months of yoga sessions for senior management on the occasion of International Yoga Day
- Extensive webinars on Mental & Emotional Health
- Continuous awareness among employees through leadership videos, myWorld banners and communication

13. Number of Complaints on the following made by employees and workers:

Topic	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	5	0	-	0	0	-
Health & Safety	3	0	-	0	0	-

14. Assessments for the year:

Topic	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	All the facilities are assessed internally for health and safety practices at regular intervals
Working Conditions	

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

As KPIT is a service-based IT industry, due to nature of business and systems in place there are no recordable instances of injury/incidents and there were no significant risks / concerns identified during the internal assessments.

KPIT has processes, systems and procedures in place for incident reporting, investigation and implementation of appropriate corrective measures. This is enabled by creating email ID "workplacesafety@kpit.com" & ASSIST for incident reporting by all KPIT employees to facilitate transparent reporting. The platform also supports incident investigation and corrective action with the perspective of eliminating and preventing incidents.

KPIT ensures timely deduction and deposit of statutory dues.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Not Applicable, as there were no high consequence work-related injury / ill-health / fatalities.

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No).

KPIT provides transition assistance programs for employees that are terminated.

5. Details on assessment of value chain partners:

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

- a. Employees (Yes/No): Yes
- b. Workers (Yes/No): Not Applicable

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Topic	% Of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Currently KPIT is in the process of extending the Health & Safety related assessments to its value chain partners and looking forward to conducting the assessments in near future.
Working Conditions	

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable

PRINCIPLE 4 | Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity:

KPIT recognizes key stakeholders as employees, groups of individuals, or institutions that are important to the business value chain and makes sure to routinely connect with them to understand their needs. Following this guiding principle, the company recognizes its key stakeholders as its employees, shareholders and investors, lenders, customers, suppliers and vendors, local communities and government bodies near the company's facilities, professional bodies and regulators. It interacts with them to enable effective two-way communication, identification, and resolution of any difficulties, as well as the creation of a shared value. It regards its internal and external stakeholders as key business partners.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Newsletters, employee satisfaction surveys and various trainings, rewards and recognitions, online meeting with eminent personalities and online team building activities	Weekly/ Monthly/ Quarterly/ Annually	<ul style="list-style-type: none"> Employee Diversity and Inclusion Employee Engagement Feedback and grievance redressal Career development Safety and healthy work culture Training Programs
Shareholders & Investors	No	Analyst calls, Press releases, e-AGM and annual report, social media, KPIT Website	Quarterly	<ul style="list-style-type: none"> Understanding Shareholder expectations Educating the investor about the business performance, assets, environment, market, future plan, etc. of KPIT
Banks/ Lenders	No	Personal Visits	Quarterly and Need Basis	<ul style="list-style-type: none"> Credit worthiness Fair business practices Ethical Behavior
Suppliers	Yes	Personal Visits, satisfaction surveys	Annually and Need Basis	<ul style="list-style-type: none"> Risk assessment

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Personal Visits, Sustainability portal on the website, Customer Satisfaction surveys, Biannual customer leadership meets, social media	Annually and Need Basis	<ul style="list-style-type: none"> • Opportunity to improve KPIT services • Understanding clients and industry challenges
Community	Yes	Surveys, Focus Group Discussions and One on One interview, Stakeholder Meetings, Information Sharing and Capacity Building, Press releases, social media, KPIT Website	Quarterly and Need Basis	<ul style="list-style-type: none"> • Understanding opportunities for sustainable development • Retain KPIT brand and reputation • Feedback and grievance redressal
Government & Regulatory Authorities	No	Industry body/forums	Monthly/ Quarterly and Need Basis	<ul style="list-style-type: none"> • Understanding and complying to land regulations

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

KPIT believes that ongoing, proactive involvement with its stakeholders helps to better align expectations and increase stakeholder trust and confidence, both of which contribute to preserving and enhancing the value created along the chain. Depending on the type of the identified material issue, the Board is informed of various developments via periodic reports and information directly from senior management members who have the functional responsibility for certain ESG concerns.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

One of the most important factors in choosing our material topics is the input from stakeholder

engagements. Our policies and practices take into account the feedback we get from stakeholders through ongoing engagement. To choose the material topics, the risk and responsibility matrix is used to prioritise the issues.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

KPIT has identified the women from rural areas nearby Pune and Bengaluru as vulnerable/marginalized stakeholder groups through the needs assessment conducted. In collaboration with Maharshi Karve Stree Shikshan Samstha (MKSSS), Pune and Swami Vivekananda Youth Movement (SVYM), KPIT conducted an Economic Empowerment of Women through skill training program. The primary goal was to support the rural women who lost their employment due to the pandemic. A 10-month training program, “Patient Assistant Course”, was conducted that had special emphasis on inculcating empathetic and ethical behavior beyond the patient care. In the FY 2021-22, 23 candidates out of 25 were placed in Ayushman health care center and other private healthcare institutions in Mysuru and 20 students were placed in various hospitals in Pune.

PRINCIPLE 5 Businesses should respect and promote human rights**Essential Indicators****1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

All the employees are provided training during their induction on the code of conduct, which covers the guidelines and organization's stand on the Human rights. Additionally, POSH related training is provided to new hires during induction and periodically to all the existing employees.

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees Permanent										
Male	7533	0	0%	7533	100%	4391	4391	100%	0	0%
Female	3105	0	0%	3105	100%	2028	2028	100%	0	0%

3. Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number*	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	10#	₹ 8.57 million	1	₹ 3.80 million
Key Managerial Personnel (KMP)	0	0	2	₹ 7.59 million
Employees other than BoD and KMP	5803	₹ 1.10 million	2638	₹ 1.02 million

* Details of remuneration are on standalone basis.

MD and CEO is both BoD and KMP and counted in Board of Directors category.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

KPIT has a Human Rights Policy that lay down guidelines for raising the grievances related to the human right. Also, Vigil mechanism and Whistle blower Mechanisms are in place for receiving and addressing complaints and feedback related to human rights violations and process improvements. Under the Company's Vigil mechanism and Whistle blower Policy, any individual employee or director or any other person working for the company may make a Protected Disclosure regarding human right violations, keeping the organization's interest in mind. The mechanism clearly provides the procedures for raising complaint, receipt and treatment of complaint and investigation process & responsibilities and Non- retaliation.

6. Number of Complaints on the following made by employees and workers:

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	There is a complaint which is duly taken care by the POSH committee and necessary actions were taken	1	0	There was a complaint which is duly taken care by the POSH committee and necessary actions were taken
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/ Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

KPIT has a Vigil Mechanism & Whistleblower Policy that incorporates discrimination and harassment topics. KPIT also have a POSH policy that clearly defines the grievance mechanism with the procedure to raise complaints against sexual harassment, enquiry procedure which indicates the member of scrutiny committee, procedure of complaint investigation, and redressal.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, the contract with the clients covers the clauses on Anti-corruption/anti-bribery, child labor, forced labor, etc.

9. Assessments for the year:

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	KPIT internally evaluates and monitors the adherence of all its employees to Code of Conduct. KPIT monitors the complaints raised by the employees on the mentions categories.
Forced/involuntary labor	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

10. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.

Not applicable, as there were no significant risks or concerns that were raised in the reporting period and FY22

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

Not applicable as no such instances has arrived as there is a robust mechanism in place to address any human rights issues.

2. Details of the scope and coverage of any Human rights due diligence conducted.

KPIT has not conducted Human rights due diligence, however the issues pertaining to human rights is monitored and addressed.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

4. Details on assessment of value chain partners:

	% Of value chain partners (by value of business done with such partners) that were assessed
Child labour	We ensure our value chain partners to follow human rights guidelines through inclusion- of clauses on Anti-corruption/anti-bribery, child labor, forced labor, etc in the contract agreement with the clients.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Not Applicable

PRINCIPLE 6 | Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter (Energy in GJ)	FY 23 (Current Financial Year)	FY 22 (Previous Financial Year)
Total electricity consumption (A)	9327	7335
Total fuel consumption (B)	602	489
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	9929	7824
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees) (GJ/million rupees)	0.655	0.662
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable, as none of our sites / facilities are identified as DCs and not under PAT scheme.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 23 (Current Financial Year)	FY 22 (Previous Financial Year)
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	31484	24721

Parameter	FY 23 (Current Financial Year)	FY 22 (Previous Financial Year)
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater storage)	5210	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	36694	24721
Total volume of water consumption (in kilolitres)	36696	24721
Water intensity per rupee of turnover (Water consumed in KL / turnover in Crore ₹) – (kL/million rupees)	2.419	2.093
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, KPIT optimizes the water consumption through various conservation initiatives and installed STP at the own and operating facilities, where the wastewater generated is treated and reused for gardening activities, thereby ensuring no liquid is discharged outside of the premises.

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 23 (Current Financial Year)	FY 22 (Previous Financial Year)
NOx	mg/m3	22.6	21.5
Sox	mg/m3	20.4	16.1
Particulate matter (PM)	mg/m3	38.6	50.9
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 23 (Current Financial Year)	FY 22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	326	117
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	1176	1249
Total Scope 1+ Scope 2 Emissions	tCO ₂ e	1502	1366
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/ million rupees	0.10	0.12
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

7. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide detail

Yes,

Due to our large and growing workforce, we use a significant number of desktops. However, they come with their own set of challenges:

- Power consumption increases in equal proportion to the number of employees. Therefore, there is a constant need to control this with energy-efficient solutions.
- Standalone computers with existing technologies are user-specific and prevent optimum space utilization and easy transferability.
- Due to advancements in technology, computers need to be replaced every five years to be energy efficient.
- The disposing of computers every five years results in an increase in e-waste.
- As a growing organization, we constantly require efficient and scalable IT infrastructure.

Energy and Emission savings:

- More than 60% reduction in energy consumption was achieved in data storage and managements

systems by moving to the private cloud platform (including new technologies like hyper converged) with VDL as compared to using conventional computers/ servers.

- Cisco Unified Computing System, which is included as part of the private cloud platform, delivers high-memory capacity to support a large number of virtual machines on each blade server, thus reducing the amount of physical equipment to be powered and cooled.
- The desktop computers that consume around 150 watts of electricity, were replaced with very small devices called thin clients that consume just 30 watts. This has resulted in energy savings of approximately 3,00,000 units per year amounting to 375 MT of CO₂ emission.
- Reduction in travel across locations: KPIT has deployed best of the solutions such as Cisco Telepresence (Audio/Video conferencing) & Microsoft Teams across the offices and Cisco WebEx for better collaborations. With these solutions, our users can have conference meetings from anywhere and through any device.
- Solar plant of capacity 536 KW is installed & commissioned at phase 3 on 2nd Aug'21, this helped us in avoiding 228 tCO₂ and 759 tCO₂ in FY 22 and FY 23 respectively.

8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 23 (Current Financial Year)	FY 22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	2.811	0.42
E-waste (B)	12.345	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0.0988	0.22
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	9.21	11.03
Total (A+B + C + D + E + F + G+ H)	24.4648	11.67
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	24.4648	11.67
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	24.4648	11.67

Parameter	FY 23 (Current Financial Year)	FY 22 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

KPIT, being a global technology & service providing organization, don't consume or use any hazardous or toxic chemicals in any of its processes. The company has offices and facility operations, the waste is generated from the auxiliary processes used to run these facilities. Based on the nature of services, KPIT's facilities mostly generate electronic, electrical, and municipal solid waste, and generate very less hazardous waste and do not use toxic chemicals. Potentially hazardous and regulated wastes such as lead-acid batteries and waste lube oil are generated in relatively smaller proportions which are disposed through government approved recyclers as per regulations. E-waste is disposed to government approved e-waste recyclers.

Methods of disposal

- Biodegradable (food and garden) waste: We have commissioned a composting plant with a capacity up to 100 kg. This system processes around 100 kg of biodegradable waste daily and generates compost, which is used in garden as manure.
- MSW: Solid waste is segregated at the point of generation. Waste bins are placed at strategic locations, and recyclable waste is sent to an authorized vendor for recycling. We also keep a strict check on the use of paper.

- E-waste: E-waste generated at KPIT includes defunct computers, monitors, servers, etc. and specific electronic and electrical items. All the E-waste generated is sent to authorized recyclers.
- Hazardous waste: Hazardous waste is disposed through authorized agencies as per the guidelines of the Ministry of Environment and Forests (MoEF). Additionally, all the used printer cartridges are sent back to the manufacturer under 'Planet HP Take Back Program' to ensure proper recycling.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Not applicable, as KPIT doesn't operate in or near by any ecological sensitive areas

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Not Applicable

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Not Applicable

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter (GJ)	FY 23 (Current Financial Year)	FY 22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	3374	1013
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	3374	1013
From non-renewable sources		
Total electricity consumption (D)	5951	6321
Total fuel consumption (E)	602	489
Energy consumption through other sources (F)	-	-
Total energy consumed from- non-renewable sources (D+E+F)	6553	6810

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

2. Provide the following details related to water discharged:

Not applicable, as all the generated wastewater is treated and reused for horticulture and domestic purpose. No wastewater is discharged outside the premises of organization.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

Not applicable as KPIT and its operational boundaries do not fall under water-stress zones, as also the operations are not water-intensive.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 23 (Current Financial Year)	FY 22 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	1930*	1753*
Total Scope 3 emissions per rupee of turnover	tCO ₂ e/million rupees	0.12	0.15

*The disclosed Scope 3 emissions covers only Category 13: Downstream Leased assets (For Indian entities only). We are in the process of estimating other categories and will disclose the emissions from relevant categories of scope 3 with Intensity figures in near future.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Solar rooftop – 560 KWp	Solar rooftop of capacity 560KWp was installed in FY21, this helped organization to replace the grid electricity with green electricity and further helped organization in eliminating the emissions related to Grid electricity consumption	IN FY23 this initiative helped the organization to avoid 759 tCO2 emissions.

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, KPIT has a well-established business continuity management framework and is certified for ISO 22301:2019 and is integrated with other quality management systems for consistent deployment across the organization. The function is governed by subject matter experts at various levels of the organization ensuring upkeep of business continuity plans, planning, and executing drills to achieve seamless resumption, in case of any disruption.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

No significant adverse impact envisaged from value chain.

9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impact

Considering the nature of our business, we won't foresee any environmental impacts that may arise due to our value chain.

PRINCIPLE 7

Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

ESSENTIAL INDICATORS

1. a) Number of affiliations with trade and industry chambers/ associations. -7
- b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sr. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	CharIN – Charging Interface Initiative	International
2	CCC –Connected Car Consortium	International
3	AVCC - Autonomous Vehicle Computing Consortium	International
4	ASAM - Association for Standardization of Automation and Measuring Systems	International
5	NASSCOM - National Association of Software and Service Companies	National
6	MCCIA - Maratha Chamber of Commerce Industries and Agriculture	State
7	COVESA - Connected Vehicle Systems Alliance	International

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities

There are no allegations of anti-competitive behavior by KPIT. The Code of Conduct (<https://www.kpit.com/investors/policies-reports-filings/>), clearly mentions that KPIT will support a competitive open market and will not get engaged in activities which generate or support unfair trade practices. The directors and employees may appropriately make observations about competitors' products and activities if such observations are based on publicly available information, such as public presentations, public marketing documents, journal and magazine articles, advertisements, and other published information. The directors and employees should not seek information about competitors if such information is proprietary nor should they seek to gain such information illegally or in a way that involves a breach of integrity or breach of any confidentiality or employment agreement. The directors and employees must never

misrepresent their identities when attempting to collect competitive information. KPIT Technologies directors and employees who inadvertently obtain a third party's confidential or proprietary information without authorization should immediately contact the KPIT Technologies Head of HR.

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity

KPIT regularly participates and contributes under Industry Alliances / consortiums like NASSCOM, ACMA, MCCIA, others and Technology specific consortiums like AUTOSAR, COVESA, ASAM, CharIN etc. In the interactions at these forums and working committee workshops KPIT leaders and subject matter experts share and exchange views, discuss on various aspects of that topic including (but not limiting to) future roadmap, technology advancements, adoption, usage, sharing experiences, govt. policy interventions, standards, specs etc.

PRINCIPLE 8 | Businesses should promote inclusive growth and equitable development.

ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Not Applicable, as Social Impact Assessment is not mandated by the law and hence none of our projects are eligible for Social Impact Assessment in FY 2022-23, however we will conduct SIA during FY 2023-24 wherever applicable.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity:

Not Applicable

3. Describe the mechanisms to receive and redress grievances of the community.

KPIT's Corporate Social Responsibility ("CSR") policy and guidelines are aligned to have a stronger commitment towards the community by creating long-lasting impact across the focus areas of education, environment, and employee engagement. KPIT firmly believes, through technology and innovation, it can add significant values to the communities worldwide. The company engages with the community directly or

indirectly through ongoing projects by continuously monitoring the progress and by addressing the needs of community. CSR committee monitors the implementation of all approved projects and updates to the KPIT Board on half yearly basis.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

KPIT being a technology developer most of its procurement include high end hardware, software and tools that are procured from OEMs/ local partners and rest of the routine services or non-IT procurements like managing facility, professional services, infrastructure related services etc. are availed through established vendors. -We are in the process of accounting the percentage of input materials sourced from MSMEs/ Small producers and from local suppliers and we wish to disclose the share of procurement in next reporting period.

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Not Applicable

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Sr. No	State	Aspirational District	Amount spent (INR)
1	Andhra Pradesh	Visakhapatnam (Beach Cleaning Activities)	Following are the project wise CSR spent details during FY23
2	Andhra Pradesh	Visakhapatnam (KPIT SPARKLE)	
3	Andhra Pradesh	Vizianagaram (KPIT SPARKLE)	
4	Assam	Goalpara (Flood Relief Support-Employee Contribution)	#Chhote Scientists: ₹ 7,760,281
5	Assam	Barpeta (Flood Relief Support-Employee Contribution)	#Assam Flood Relief Support: ₹ 372,411
6	Assam	Hailakandi (Flood Relief Support-Employee Contribution)	
7	Assam	Baksa (Flood Relief Support-Employee Contribution)	#KPIT SPARKLE: ₹ 14,152,382
8	Assam	Udalguri (Flood Relief Support-Employee Contribution)	
9	Assam	Dhubri (Flood Relief Support-Employee Contribution)	#KPIT SHODH: ₹ 720,000
10	Assam	Darrang (Chhote Scientists)	
11	Chhattisgarh	Bijapur (KPIT SHODH)	Note: The spent amount cannot be divided as per the districts. These are not district dedicated projects.
12	Jharkhand	Lohardaga (Chhote Scientists)	
13	Jharkhand	Gumla (Chhote Scientists)	
14	Jharkhand	Simdega (Chhote Scientists)	Participation/Beneficiaries from aspirational districts in each of our projects is mentioned in question 6.
15	Kerala	Wayanad (KPIT SPARKLE)	
16	Madhya Pradesh	Guna (KPIT SPARKLE)	
17	Madhya Pradesh	Vidisha (KPIT SPARKLE)	
18	Maharashtra	Nandurbar (KPIT SPARKLE)	
19	Maharashtra	Osmanabad (Chhote Scientists)	
20	Tamil Nadu	Virudhunagar (KPIT SPARKLE)	

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) –

No, most of the procurement include high end hardware, software, tools, etc. that are procured from OEMs/ local partners and rest of the routine services for managing facility, infrastructure etc. are availed through established vendors.

(b) From which marginalized /vulnerable groups do you procure?

Not Applicable

(c) What percentage of total procurement (by value) does it constitute?

Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge

Not applicable since the company has standard patents that are not based on traditional knowledge and does not own any intellectual properties based on traditional knowledge.

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Not Applicable

6. Details of beneficiaries of CSR Projects.

KPIT's CSR activities focus on areas such as Education, Environment, Energy and Employee engagement.

Sr. No	CSR Project	No of persons benefited from CSR Projects	% Of beneficiaries from vulnerable and marginalized group
1	Water Conservation Program	550	100
2	Waste Management	1000	-
3	Conservation of Private Forests in Koyna-Chandoli Corridor	60	100
4	Tree plantation with Ecological Society, 14 Trees Foundation (Pune) & Thayimane (Bengaluru)	10020	100
5	Chhote Scientists & vSolve Competition	63251	70 (Approx)
6	KPIT Sparkle	12000	20 (Approx)
7	KPIT Shodh	100	0
8	KPIT NOVA	10000	20 (Approx)
9	Teaching classes at Thayimane, Bengaluru	65	100
10	Encouraging the Lawn tennis in India	13	0
11	Economic Empowerment of women through skill training	285	100
12	School Kit Donation (India & USA)	3007	100
13	Blood Donation Drives & Donation for Thalassemia Children (India and Thailand)	779	20 (Approx)
14	Disaster Relief Activities	1200	100
15	Donation Campaigns (Food & Clothes) (India, USA, Thailand and Germany)	2855	100
16	Composting Workshops / Activities	3000	0
17	Support to self-help groups/NGOs	400	100
18	Online Teaching at Schools	150	100
19	Climate Ready Lifestyle Programme	31	0
20	Awareness Programs (Environment, River Rejuvenation, Green Roofs, Eco-friendly products, Thalassemia, Anemia & Breast Cancer)	Cannot be measured	
21	Cleanup Drives (River & Beach)		

For further details on CSR projects, please refer to the Annexure of the Board Report in the Annual Report FY 2022-23.

PRINCIPLE 9 | Businesses should engage with and provide value to their consumers in responsible manner

ESSENTIAL INDICATORS

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

KPIT has a robust mechanism in place to receive and respond to consumer complaints. For every project in its contract, has details of the responsible team to attend the queries/ complaints with their contact details. The responsibility hierarchy is also clearly defined. Consumer can raise any query or complaints to the assigned team through e-mails. In case of dissatisfaction, the Consumer can escalate his/ her query or complaints to the next responsible person or project lead. Most of the queries were attended to the project level and turn-around time for response is very less.

At the end of every project, KPIT team will seek feedback from the customer through a customer feedback form that analyses both quality and objective of the project outcome and team productivity. It includes the parameters like Delivery, Quality, Cost, Project Management, Responsiveness, value adds for clients, recommendations etc. And also seek additional suggestions that can help KPIT to deliver the best of the best.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

Not Applicable, as KPIT is a service industry and do not manufacture any product.

3. Number of consumer complaints

	FY2022-23 Current Financial Year			FY2021-22 Previous Financial Year		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Others						

We did not have any consumer complaints with respect of data privacy, advertising, cybersecurity, delivery of essential services, restrictive trade practices, or unfair trade practices in FY23

We did not have any consumer complaints with respect of data privacy, advertising, cybersecurity, delivery of essential services, restrictive trade practices, or unfair trade practice in FY22

4. Details of instances of product recalls on account of safety issues

	Number	Reason for recall
Voluntary recalls	0	0
Forced recalls	0	0

KPIT is not a manufacturing company hence there are no recalls on account of safety issues.

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, KPIT provide a secure, resilient and reliable technology landscape within the organization for protecting the confidentiality, Integrity, availability of systems/data and risks arising on account of increase in surface area of devices including a cyber insurance that covers different types of breaches and cyber events. KPIT ensures a globally interconnected oversight Cyber Security framework involving governance, policies, procedures, training and awareness programs, global privacy impact assessments, privacy by design, data mapping, third-party contractual oversight, incident management, and a mechanism for monitoring regulatory compliance

LEADERSHIP INDICATORS

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

All the information relating to the products and services of KPIT can be assessed at <https://www.kpit.com/>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Not Applicable, as KPIT is a service industry and do not manufacture any product.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

KPIT has a Business Continuity Plan in place to ensure continual engagement with client. For example, during Covid company enabled multilevel communication with clients, backed by a technology engagement plan covering detailed steps across various aspects of each program, that helped clients with their BCP, anticipating challenges in their business while addressing them with technological solutions. Customers have appreciated the swiftness of KPIT's response, quality control, data protection and the level of support to ensure business continuity.

for every geography. KPIT security posture has been validated by independent, industry- recognized certifications and attestation standards, including quarterly oversight by the KPIT Board. KPIT conducts regular internal & external audits and is aligned/certified with the Information Security Management (ISO/IEC 27001) & TISAX.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

There were no instances relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable)? If yes, provide details in brief.

Not Applicable, as KPIT is a service industry and do not manufacture any product.

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/ No)

KPIT conducts CSAT surveys quarterly or at a defined frequency agreed with clients through a web-based portal. We take responses on parameters like Delivery, Quality, Cost, Project Management, Responsiveness, value adds for clients, NPS, etc. KPIT also captures clients' voices, primarily qualitative, through one-on-one meetings between C-level executives of clients and KPIT.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact-

None

b. Percentage of data breaches involving personally identifiable information of customers-

None